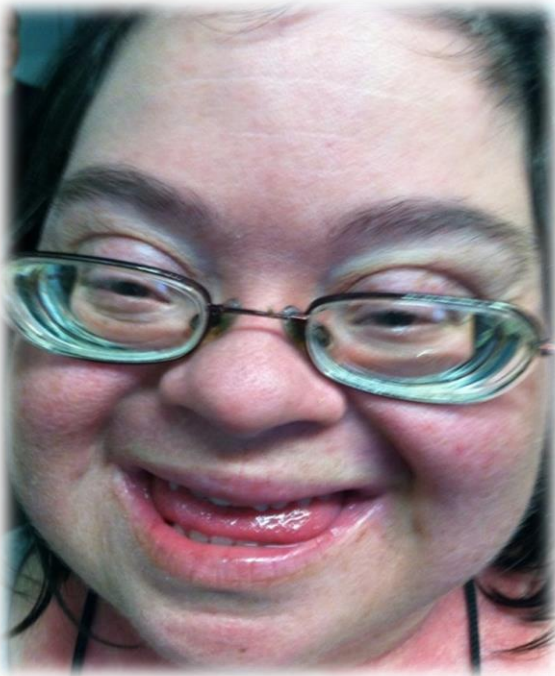


# EMPLOYMENT FIRST: A NEW DAY FOR DAY SERVICES

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Sara Murphy  
TransCen, Inc.  
July 31<sup>st</sup>, 2018



How do we help  
people with I/DD  
to become  
active,  
contributing  
members of our  
communities?

# Historically, *Day Habilitation Services* have been seen as:

- Classes, outings and field trips determined by staff
- Activities just to fill down time
- Opportunities to socialize, or hang out and of course go bowling
- An alternative to employment, for people who can't or don't want to work.

# IT'S A NEW DAY FOR DAY SERVICES

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Connect, Teach, Support

# Purpose of Integrated *Community Support Services*

- Exploration and discovery
- Learn new skills
- Develop social and professional networks and connections
- Gain independence, self-confidence
- Inclusion - engage in community in valued way
- Encourage employment and support the placement process

# Services vs. Programs

- Schedules designed around real life, not M-F 9 to 3.
- Flexible supports that can wrap around a job.
- Service provided based on what is meaningful for that individual, not what is broken and needs to be fixed.
- Activities (and groups) are not pre-determined by staff, but instead are based on mutual interest in activity or building a necessary skill.

**Meaningful** (adj.): full of meaning, significance, purpose, or value; purposeful; significant: *a meaningful choice*

- Dictionary.com

# Person-centered, Person-driven

- Built around the individual:
  - *What do they want to do/learn?*
  - *What do they need to learn to be successful?*
  - *Dreams and 3 yr-goals- what is the plan to get there?*
- Home-based, in my neighborhood





# It is about Skill Building

*Not outings, activities or field trips*



Goal-oriented: what does the individual want/need to learn?

Person-driven schedules

Routine, weekly schedules

Multiple visits = opportunities to learn (repetitive practice)

Error free learning and systematic instruction

Data collected/progress measured

# What do people need to learn?



# Anna's Life



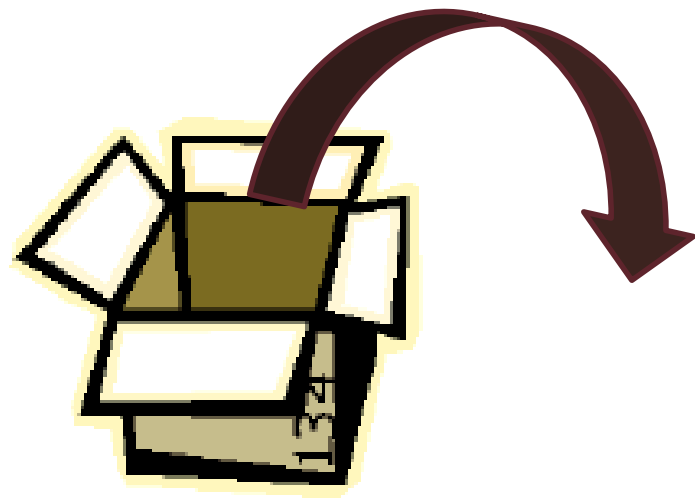
- Employed at GAP 9 hrs a week. Earns \$15.35/hr. plus stock options
- Learning to cook at *Project Open Hand*
- Swimming & Zumba @ 24 Hour Fitness
- Learning to clean at Korett House
- Independently travels on bus/Metro all over town
- Loves the Karaoke bars in Japantown
- Church with friend on Sundays

# BRAIDED, WRAP AROUND SUPPORTS

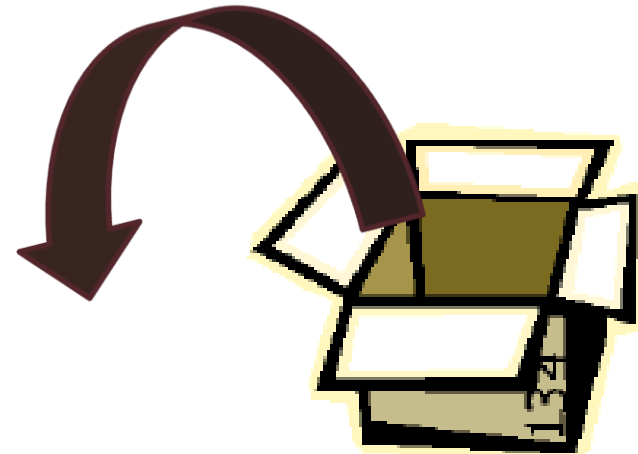
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Service plans can be built to order

People with significant disabilities don't always fit in a box- may need multiple services



Day Services



Supported  
Employment

# Flexible, Responsive Services

- CA's waivers create an array of service options
- Hourly rates allow for braiding services
  - DDS/Day Services and DOR/SE services on the same day-comprehensive, wrap around supports
  - Use Community Day Services to explore employment options and build skills- and address needs beyond work
  - Bring in DRS/SE services when a vocational goal is determined
- Blurs the lines- no more siloes
- Can easily respond to situations and circumstances



# Independence Increases, Services Decrease

Jennifer

In the last 8 years,

- Work hours increased 47% (15 hrs/wk to 32 hrs)
- Day services decreased 48% (16.5hrs/wk to 8 hrs/wk)
- She has learned to “plan outings” w/ friends
- Moved into her own apartment and has a boyfriend- and can make a mean spinach lasagna



# Inclusion vs. Integration

- More than just buying a cup of coffee at Starbucks
- Requires routine opportunities to engage with others in meaningful ways
- Must “give back” and add value  
Work, Volunteer, Help



Julio and his co-workers at  
IDEO.org



# PATHWAYS TO EMPLOYMENT

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Discovery and Employability Skills

# Volunteering: learn important skills and build social and professional connections



# Manners, Work Ethic, Initiative...

- Self-worth: I am the “Helper”.  
People rely on me.
- Teach initiative: “I’m done- what’s next?”
- “Can I help you with that?”
- Responsibility: “Let’s get the job done.”
- Teamwork: “Let’s do this together.”
- Leadership skills, listening to directions from other
- Problem-solving



Love and work... work and  
love, that's all there is.

*Sigmund Freud*

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